EXHIBIT A

ENGINEERING STATEMENT

The engineering data contained herein have been prepared on behalf of STEPHEN W. SAMET in support of his Application for Construction Permit for a new FM Broadcast Station to operate on Channel 271A in Oglesby, Illinois.

The proposed site is shown in Exhibit B. This allotment was proposed prior to October 2, 1989, and therefore falls under §73.213(c) of the Rules, which permits operation with maximum power of 3 kw at a height of 328 feet above average terrain. Thus, the proposed site meets all pertinent spacing requirements.

The site is that of a number of nonbroadcast communications facilities. No interference to or from these facilities is anticipated, but the applicant recognizes his responsibility to correct any such problems that might occur. The site is within 60 meters of no authorized or proposed FM or television facility, nor is it within 3.2 kilometers of an AM facility.

A vertical sketch of the proposed antenna and supporting structure is included as Exhibit C. Exhibit D is a tabulation of proposed operating parameters, and Exhibit E provides elevation and contour data. The predicted service contours are plotted in Exhibit F. Since no change in the location or overall height of this existing tower is proposed, the FAA has not been notified of this proposal. The FAA issued a Determination of No Hazard for this structure under Aeronautical Study No. 89-AGL-82-OE.

EXHIBIT A

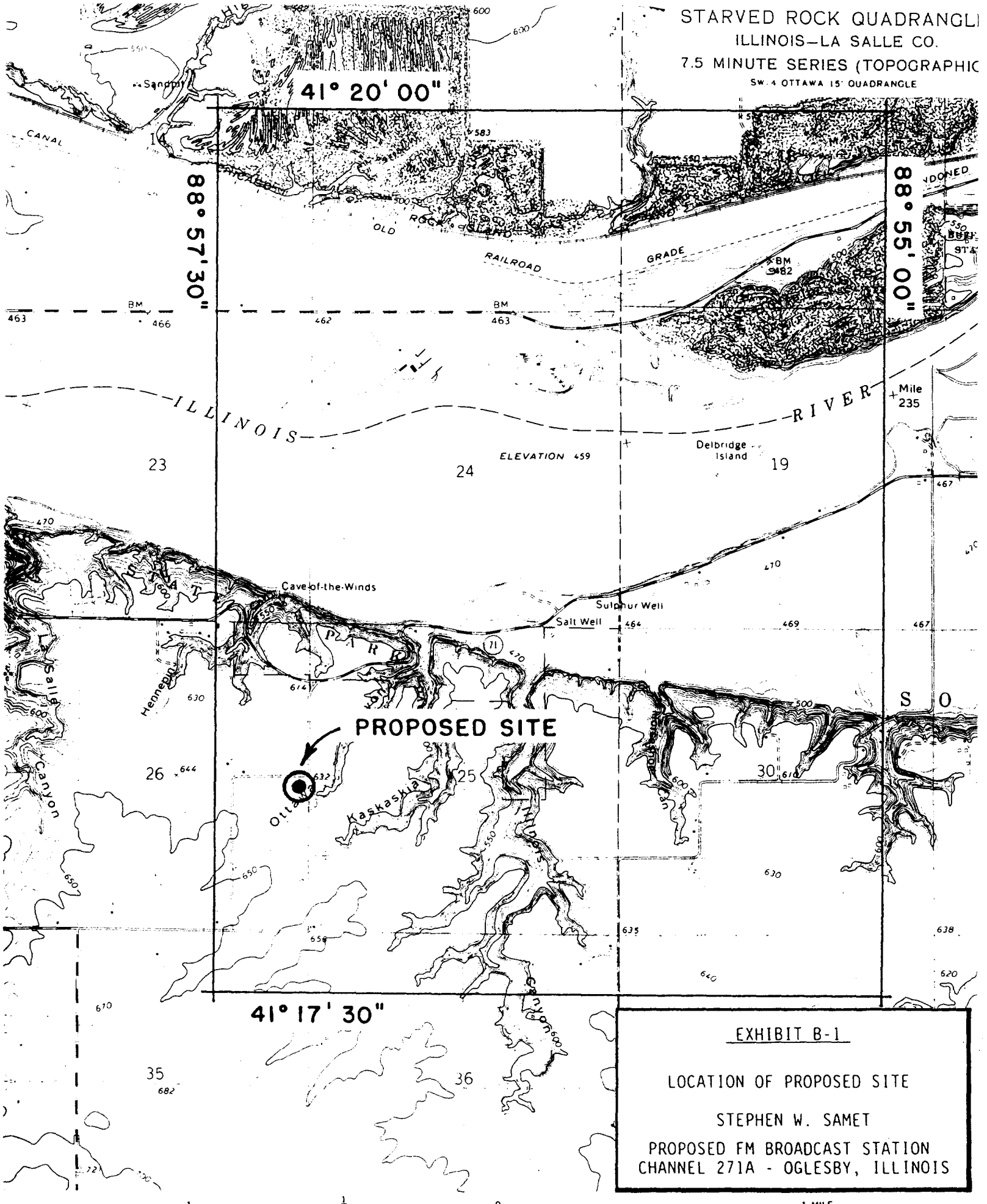
Under traditional standards a grant of this application would constitute a minor environmental action. However, since the Commission now considers the possible biological effects of RF transmissions in this regard, we have studied the matter. Employing the methods set forth in *OST Bulletin No. 65* and assuming a typical pattern for a two-bay antenna, we calculate the maximum ground-level power density from the proposed facility to be 0.0012 mw/cm^2 at locations about 85 meters from the tower base. Since this is less than one percent of the 1.0 mw/cm^2 reference for this frequency, a grant of this proposal would clearly qualify as a minor environmental action, regardless of the RF contributions from other sources at this site.

In the event that personnel must work on the tower, the applicant will cooperate with the other users of this site to avoid the exposure of those workers to excessive levels of RF energy.

I declare under penalty of perjury that the foregoing statements and the attached Engineering Report, which was prepared by me or under my immediate supervision, are true and correct to the best of my knowledge and belief.

KEVIN T. FISHER

July 29, 1991


STARVED ROCK QUADRANGLE
ILLINOIS—LA SALLE CO.
7.5 MINUTE SERIES (TOPOGRAPHIC
SW 4 OTTAWA 15' QUADRANGLE
41° 20' 00"
88° 57' 30"
88° 55' 00"
41° 17' 30"
Sandpit
CANAL
OLD ROCK ISLAND RAILROAD GRADE
BM 463
BM 462
BM 463
BM 482
ILLINOIS RIVER
Mile 235
ELEVATION 459
Delbridge Island
23
24
19
25
26
30
35
36
Cave-of-the-Winds
Sulphur Well
Salt Well
PARK
Hennepin
La Salle
Canyon
Kaskaskia
PROPOSED SITE
EXHIBIT B-1
LOCATION OF PROPOSED SITE
STEPHEN W. SAMET
PROPOSED FM BROADCAST STATION
CHANNEL 271A - OGLESBY, ILLINOIS
1 MILE
7000 FEET
1 KILOMETER

Mapped, edited, and published by the Geological Survey

Control by USGS and USC&GS

Topography by photogrammetric methods from aerial photographs taken 1967. Field checked 1970

Polyconic projection. 1927 North American datum
10 000 foot grid based on Illinois coordinate system, east zone
1000 meter Universal Transverse Mercator grid ticks, zone 16, shown in blue

Fine red dashed lines indicate selected fence and field lines where generally visible on aerial photographs. This information is unchecked

SCALE 1:24 000

CONTOUR INTERVAL 10 FEET
NATIONAL GEODETIC VERTICAL DATUM OF 1929

ROAD CLASSIFICATION

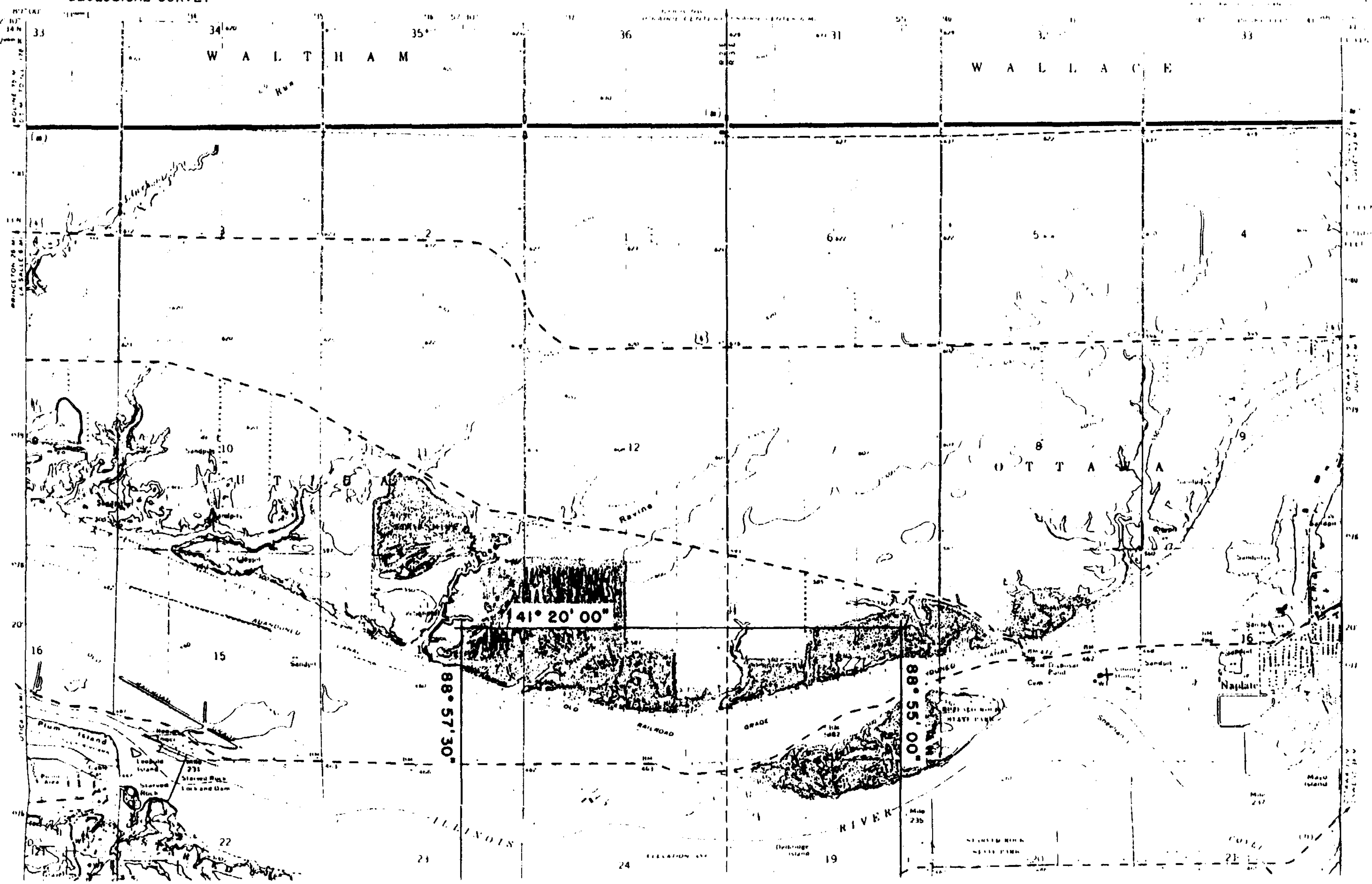
Primary highway, hard surface — all weather
Secondary highway, hard surface — all weather
Light duty road, all weather, improved surface
Unimproved road, fair or dry weather
Interstate Route · U.S. Route · State Route

THIS MAP COMPLIES WITH NATIONAL MAP ACCURACY STANDARDS
FOR SALE BY U.S. GEOLOGICAL SURVEY, DENVER, COLORADO 80225, OR RESTON, VIRGINIA 22092
AND ILLINOIS GEOLOGICAL SURVEY, CHAMPAIGN, ILLINOIS 61820
A FOLDER DESCRIBING TOPOGRAPHIC MAPS AND SYMBOLS IS AVAILABLE ON REQUEST

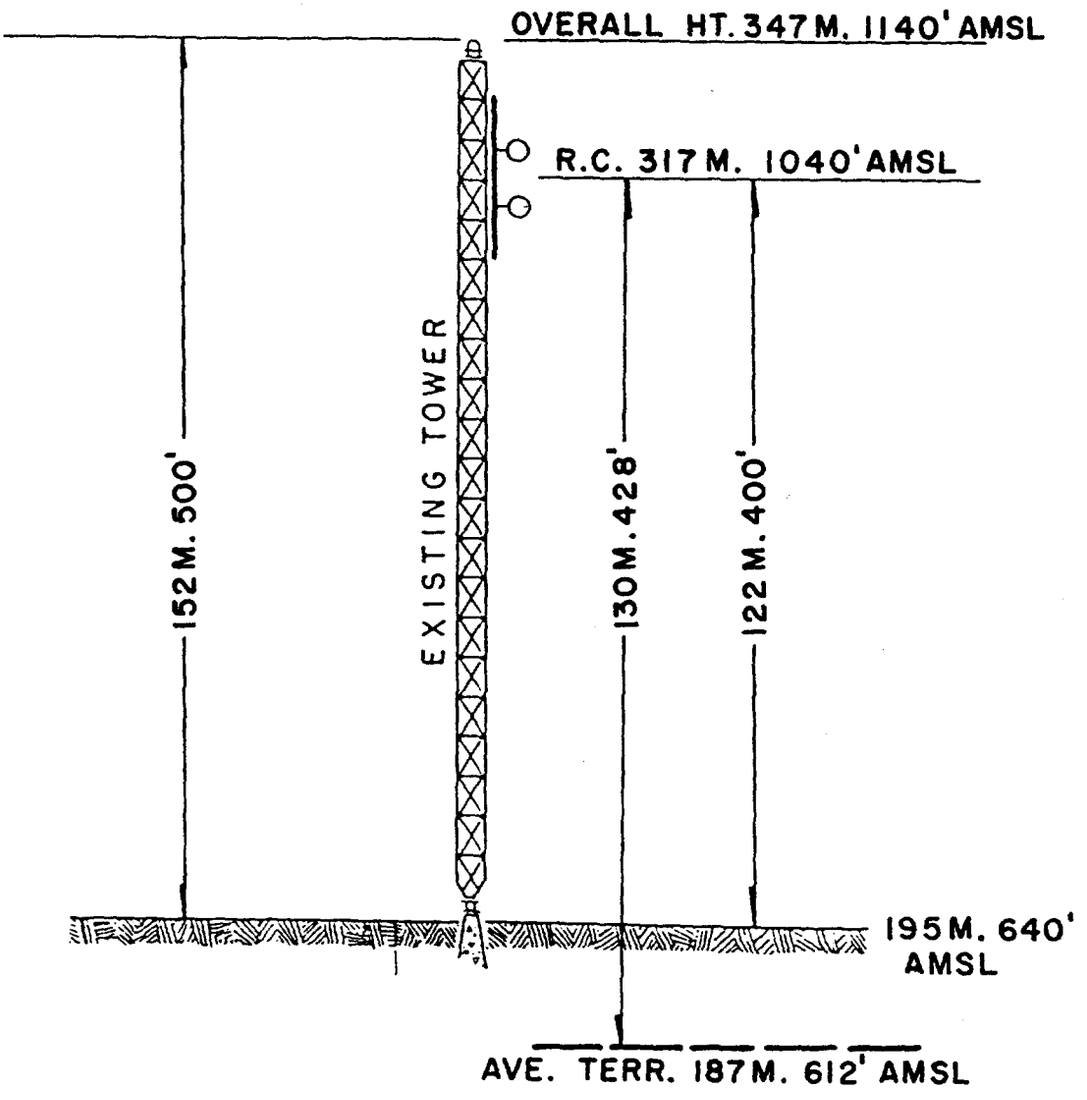
STARVED ROCK, ILL.
N4115—W8852.5/7.5

1970

UNITED STATES
DEPARTMENT OF THE INTERIOR
GEOLOGICAL SURVEY



NOT TO SCALE



SITE COORDINATES:

41° 18' 05"

88° 57' 11"

EXHIBIT C

ELEVATION OF ANTENNA STRUCTURE

STEPHEN W. SAMET

PROPOSED FM BROADCAST STATION
CHANNEL 271A - OGLESBY, ILLINOIS

EXHIBIT D

PROPOSED OPERATING PARAMETERS

STEPHEN W. SAMET

PROPOSED FM BROADCAST STATION
CHANNEL 271A - OGLESBY, ILLINOIS

Transmitter power output	2.1 kw
Transmission line loss	0.4 kw
Input to antenna	1.7 kw
Antenna gain (horizontal and vertical)	0.9971
Effective radiated power (H and V)	1.7 kw

Transmitter make and model: Type-accepted

Transmission line

Make and model:	Andrew HJ7-50A
Size:	1-5/8"
Type:	Air Heliax
Length:	425 feet
Attenuation:	0.2072 db per 100 feet
Efficiency:	81.6 percent

Antenna

Make and model:	Harris FML-2AE
Type:	Circularly polarized
Number of bays:	2

Applicant proposes to install auxiliary power at the transmitter site.

EXHIBIT E

ELEVATION AND CONTOUR DATA

STEPHEN W. SAMET

PROPOSED FM BROADCAST STATION
CHANNEL 271A - OGLESBY, ILLINOIS

Azimuth ° T	Avg. Elev. AMSL 2 to 10 Miles		Effective Antenna Height		Distance to Predicted Contour 3.16 mv/m (70 dbμ)		1.0 mv/m (60 dbμ)	
	meters	feet	meters	feet	km.	miles	km.	miles
0	188	618	129	422	13.2	8.2	23.8	14.8
45	178	583	139	457	13.8	8.6	24.6	15.3
90	178	585	139	455	13.8	8.6	24.6	15.3
135	199	653	118	387	12.7	7.9	23.0	14.3
180	198	648	119	392	12.8	7.9	23.1	14.4
225	198	649	119	391	12.7	7.9	23.1	14.3
270	178	584	139	456	13.8	8.6	24.6	15.3
315	175	575	142	465	13.9	8.7	24.8	15.4
266*	184	604	133	436	13.5	8.4	24.1	15.0

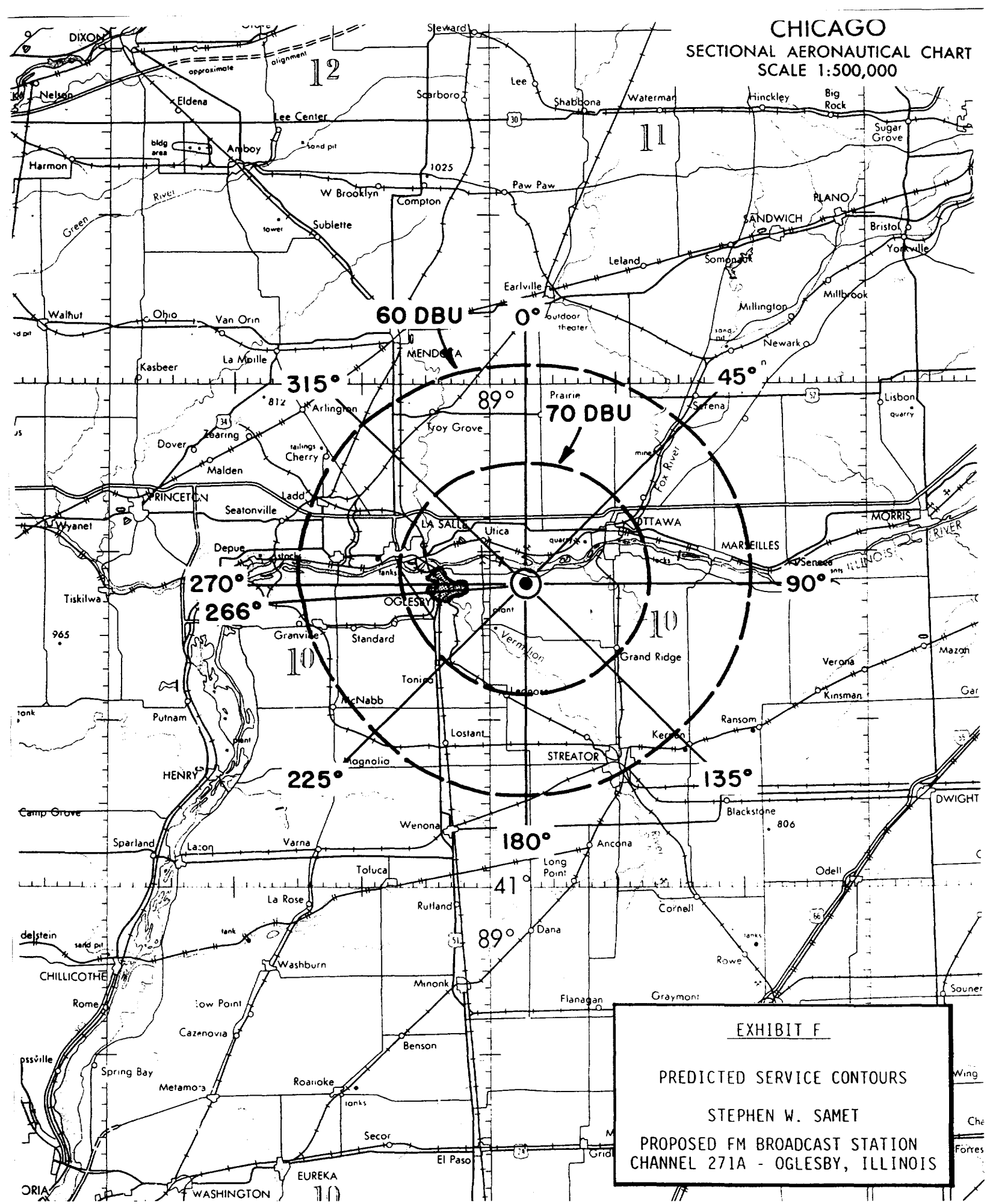
* Radial through Oglesby; not included in average

NOTE: Due to rounding, metric figures may not add correctly.

Height of radiation center above mean sea level	1040 feet, 317 meters
Height of average terrain above mean sea level	612 feet, 187 meters
Height of radiation center above average terrain	428 feet, 130 meters
Effective radiated power (horizontal and vertical)	1.7 kw

Geographic Coordinates

North latitude:	41°	18′	05"
West longitude:	88°	57′	11"


CHICAGO
SECTIONAL AERONAUTICAL CHART
SCALE 1:500,000
60 DBU
70 DBU
0°
45°
90°
135°
180°
225°
270°
315°
89°
266°
41°
OGLESBY
MENDOTA
PRINCETON
STREATOR
MARSEILLES
OTTAWA
LA SALLE
DIXON
Nelson
Eldena
Lee Center
Amboy
Harmon
Steward
Lee
Shabbona
Waterman
Hinckley
Big Rock
Sugar Grove
Scarboro
W Brooklyn
Compton
Paw Paw
Sublette
PLANO
SANDWICH
Bristol
Yorkville
Leland
Somonauk
Earlville
Millington
Millbrook
Newark
Walnut
Ohio
Van Orin
La Moille
Kasbeer
Arlington
Prairie
Troy Grove
Serena
Lisbon
Dover
Zearing
Malden
Cherry
Ladd
Seatonville
Wyanet
Depue
Utica
Fox River
MORRIS
Tiskilwa
Granville
Standard
Grand Ridge
Toniro
McNabb
Putnam
Lostant
Kerrick
Ransom
Verona
Kinsman
Mazon
HENRY
Magnolia
Camp Grove
Wenona
Blackstone
DWIGHT
Sparland
Lacon
Varna
Ancona
Long Point
Toluca
Odell
La Rose
Rutland
Cornell
Dana
Rowe
CHILLICOTHE
Washburn
Minonk
Flanagan
Graymont
Rome
Low Point
Cazenovia
Benson
Spring Bay
Metamora
Roanoke
Secor
El Paso
EUREKA
WASHINGTON
Green River
Vermilion
Illinois River
10
11
12
965
806
1025
812
EXHIBIT F
PREDICTED SERVICE CONTOURS
STEPHEN W. SAMET
PROPOSED FM BROADCAST STATION
CHANNEL 271A - OGLESBY, ILLINOIS
10 0 10 20 30 40 Miles
10 0 10 20 30 40 50 Kilometers

Section V-B - FM BROADCAST ENGINEERING DATA	FOR COMMISSION USE ONLY File No. _____ ASB Referral Date _____ Referred by _____

Name of Applicant

STEPHEN W. SAMET

Call letters *(if issued)*	Is this application being filed in response to a window? [X] Yes [ ] No
--	If Yes, specify closing date: August 21, 1991

Purpose of Application: *(check appropriate box(es))*

- [X] Construct a new (main) facility
- [ ] Construct a new auxiliary facility
- [ ] Modify existing construction permit for main facility
- [ ] Modify existing construction permit for auxiliary facility
- [ ] Modify licensed main facility
- [ ] Modify licensed auxiliary facility

If purpose is to modify, indicate below the nature of change(s) and specify the file number(s) of the authorizations affected.

- [ ] Antenna supporting-structure height
- [ ] Effective radiated power
- [ ] Antenna height above average terrain
- [ ] Frequency
- [ ] Antenna location
- [ ] Class
- [ ] Main Studio location
- [ ] Other *(Summarize briefly)*

File Number(s) --

1. Allocation:

Channel No.	Principal community to be served:		
	City	County	State
271	Oglesby	La Salle	Ill.

Class *(check only one box below)*

[X] A [ ] B1 [ ] B [ ] C3
[ ] C2 [ ] C1 [ ] C

2. Exact location of antenna.

(a) Specify address, city, county and state. If no address, specify distance and bearing relative to the nearest town or landmark. 0.8 kilometers south-southeast of SR 71 at Hennepin Canyon Overpass, Deer Park Township, La Salle County, Illinois

(b) Geographical coordinates (to nearest second). If mounted on element of an AM array, specify coordinates of center of array. Otherwise, specify tower location. Specify South Latitude or East Longitude where applicable; otherwise, North Latitude or West Longitude will be presumed.

Latitude	°	'	"	Longitude	°	'	"
	41	18	05		88	57	11

3. Is the supporting structure the same as that of another station(s) or proposed in another pending application(s)? [X] Yes [ ] No

If Yes, give call letter(s) or file number(s) or both. Various nonbroadcast facilities

If proposal involves a change in height of an existing structure, specify existing height above ground level including antenna, all other appurtenances, and lighting, if any. Does not apply

4. Does the application propose to correct previous site coordinates? ☐ Yes ☒ No
If Yes, list old coordinates.

Latitude ° ' "	Longitude ° ' "

5. Has the FAA been notified of the proposed construction? ☐ Yes ☒ No
If Yes, give date and office where notice was filed and attach as an Exhibit a copy of FAA determination, if available. Exhibit No. --

Date _____ Office where filed No change in overall height or location of existing tower.

6. List all landing areas within 8 km of antenna site. Specify distance and bearing from structure to nearest point of the nearest runway.

	Landing Area	Distance (km)	Bearing (degrees True)
(a)	Skinner	7.4	163
(b)			

7. (a) Elevation: *(to the nearest meter)*

(1) of site above mean sea level: 640'/195 meters

(2) of the top of supporting structure above ground (including antenna, all other appurtenances, and lighting, if any); and 500'/152 meters

(3) of the top of supporting structure above mean sea level [(aX1) + (aX2)] 1140'/347 meters

(b) Height of radiation center: *(to the nearest meter)* H = Horizontal; V = Vertical

(1) above ground 400'/122 meters (H)

400'/122 meters (V)

(2) above mean sea level [(aX1) + (bX1)] 1040'/317 meters (H)

1040'/317 meters (V)

(3) above average terrain 428'/130 meters (H)

428'/130 meters (V)

8. Attach as an Exhibit sketch(es) of the supporting structure, labelling all elevations required in Question 7 above, except item 7(b)(3). If mounted on an AM directional-array element, specify heights and orientations of all array towers, as well as location of FM radiator. Exhibit No. C

9. Effective Radiated Power:
(a) ERP in the horizontal plane 1.7 kw (H=) 1.7 kw (V=)

(b) Is beam tilt proposed? ☐ Yes ☒ No

If Yes, specify maximum ERP in the plane of the tilted beam, and attach as an Exhibit a vertical elevational plot of radiated field. Exhibit No. --

-- kw (H=) -- kw (V=)

=Polarization

10. Is a directional antenna proposed? ☐ Yes ☒ No

If Yes, attach as an Exhibit a statement with all data specified in 47 C.F.R. Section 73.316, including plot(s) and tabulations of the relative field. Exhibit No. --

11. Will the proposed facility satisfy the requirements of 47 C.F.R. Sections 73.315(a) and (b)? ☒ Yes ☐ No

If No, attach as an Exhibit a request for waiver and justification therefor, including amounts and percentages of population and area that will not receive 3.16 mV/m service. Exhibit No. --

12. Will the main studio be within the protected 3.16 mV/m field strength contour of this proposal? ☒ Yes ☐ No

If No, attach as an Exhibit justification pursuant to 47 C.F.R. Section 73.1125. Exhibit No. --

13. (a) Does the proposed facility satisfy the requirements of 47 C.F.R. Section 73.207? ☐ Yes ☒ No

(b) If the answer to (a) is No, does 47 C.F.R. Section 73.213 apply? ☒ Yes ☐ No

(c) If the answer to (b) is Yes, attach as an Exhibit a justification, including a summary of previous waivers. Exhibit No. A

(d) If the answer to (a) is No and the answer to (b) is No, attach as an Exhibit a statement describing the short spacing(s) and how it or they arose. Exhibit No. --

(e) If authorization pursuant to 47 C.F.R. Section 73.215 is requested, attach as an Exhibit a complete engineering study to establish the lack of prohibited overlap of contours involving affected stations. The engineering study must include the following: Exhibit No. --

(1) Protected and interfering contours, in all directions (360°), for the proposed operation.
(2) Protected and interfering contours, over pertinent arcs, of all short-spaced assignments, applications and allotments, including a plot showing each transmitter location, with identifying call letters or file numbers, and indication of whether facility is operating or proposed. For vacant allotments, use the reference coordinates as the transmitter location.
(3) When necessary to show more detail, an additional allocation study utilizing a map with a larger scale to clearly show prohibited overlap will not occur.
(4) A scale of kilometers and properly labeled longitude and latitude lines, shown across the entire exhibit(s). Sufficient lines should be shown so that the location of the sites may be verified.
(5) The official title(s) of the map(s) used in the exhibits(s).

14. Are there: (a) within 60 meters of the proposed antenna, any proposed or authorized FM or TV transmitters, or any nonbroadcast *(except citizens band or amateur)* radio stations; or (b) within the blanketing contour, any established commercial or government receiving stations, cable head-end facilities, or populated areas; or (c) within ten (10) kilometers of the proposed antenna, any proposed or authorized FM or TV transmitters which may produce receiver-induced intermodulation interference? ☒ Yes ☐ No

If Yes, attach as an Exhibit a description of any expected, undesired effects of operations and remedial steps to be pursued if necessary, and a statement accepting full responsibility for the elimination of any objectionable interference (including that caused by receiver-induced or other types of modulation) to facilities in existence or authorized or to radio receivers in use prior to grant of this application. *(See 47 C.F.R. Sections 73.315(b), 73.316(e) and 73.318.)* Exhibit No. A

15. Attach as an Exhibit a 7.5 minute series U.S. Geological Survey topographic quadrangle map that shows clearly, legibly, and accurately, the location of the proposed transmitting antenna. This map must comply with the requirements set forth in Instruction V. The map must further clearly and legibly display the original printed contour lines and data as well as latitude and longitude markings, and must bear a scale of distance in kilometers.

Exhibit No. B

16. Attach as an Exhibit *(name the source)* a map which shows clearly, legibly, and accurately, and with the original printed latitude and longitude markings and a scale of distance in kilometers:

Exhibit No. F

(a) the proposed transmitter location, and the radials along which profile graphs have been prepared;

(b) the 3.16 mV/m and 1 mV/m predicted contours; and

(c) the legal boundaries of the principal community to be served.

17. Specify area in square kilometers (1 sq. mi. = 2.59 sq. km.) and population (latest census) within the predicted 1 mV/m contour.

Area 1801 sq. km. Population 91,097 (1986 U. S. Census Update)

18. For an application involving an auxiliary facility only, attach as an Exhibit a map *(Sectional Aeronautical Chart or equivalent)* that shows clearly, legibly, and accurately, and with latitude and longitude markings and a scale of distance in kilometers:

Exhibit No. --

(a) the proposed auxiliary 1 mV/m contour; and

(b) the 1 mV/m contour of the licensed main facility for which the applied-for facility will be auxiliary. Also specify the file number of the license.

19. Terrain and coverage data *(to be calculated in accordance with 47 C.F.R. Section 73.313)*

Source of terrain data: *(check only one box below)*

☐ Linearly interpolated 30-second database ☐ 7.5 minute topographic map

(Source: _____)

☒ Other *(briefly summarize)* DMA 3-second data base

SECTION V-B – FM BROADCAST ENGINEERING DATA (Page 5)

Radial bearing (degrees True)	Height of radiation center above average elevation of radial from 3 to 16 km (meters)	Predicted Distances	
		To the 3.16 mV/m contour (kilometers)	To the 1 mV/m contour (kilometers)
*			
0			
45			
90			
135	*See*	*Exhibit E of Engineering*	*Report*
180			
225			
270			
315			

*Radial through principal community, if not one of the major radials. This radial should NOT be included in the calculation of HAAT.

20. Environmental Statement *(See 47 C.F.R. Section 1.1301 et seq.)*

Would a Commission grant of this application come within Section 1.1307 of the FCC Rules such that it may have a significant environmental impact? ☐ Yes ☒ No

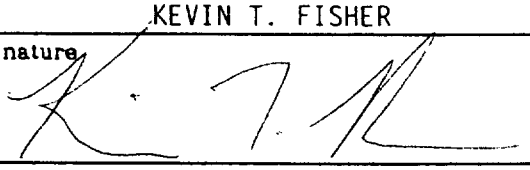
If you answer Yes, submit as an Exhibit an Environmental Assessment required by Section 1.1311. Exhibit No. --

If No, explain briefly why not.

Proposal is believed to comply with pertinent provisions of §1.1305, §1.1306, and §1.1307 of FCC Rules *(see also Exhibit A of Engineering Report)*.

CERTIFICATION

I certify that I have prepared this Section of this application on behalf of the applicant, and that after such preparation, I have examined the foregoing and found it to be accurate and true to the best of my knowledge and belief.

Name *(Typed or Printed)*	Relationship to Applicant *(e.g., Consulting Engineer)*
KEVIN T. FISHER	Broadcasting Consultant
Signature 	Address *(Include ZIP Code)* SMITH and POWSTENKO Suite 600; 2033 M Street, N.W. Washington, D. C. 20036
Date July 29, 1991	Telephone No. *(Include Area Code)* (202) 293-7742

Federal Communications Commission
Washington, D.C. 20554

Approved by OMB
3060-0120
Expires 9/30/90

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY

MODEL PROGRAM REPORT

1. APPLICANT

Name of Applicant	Address
Stephen W. Samet	834 Park Avenue West Princeton, IL 61356
Telephone Number (include area code) (815) 875-8014	

2. This form is being submitted in conjunction with:

[XX] Application for Construction Permit for New Station [ ] Application for Assignment of License

[ ] Application for Transfer of Control

(a) Call letters (or channel number of frequency) .....

(b) Community of License (city and state) ..... Ogelsby, IL

(C) Service:

[ ] AM [XX] FM [ ] TV [ ] Other (Specify) _____

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

[ ] Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.

[XX] Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 17 day of August, 1991

Signed _____

Title Individual Applicant

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

(Name/Title) Stephen W. Samet, General Manager will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

[x] The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

[x] Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

[ ] We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.

[ ] Other (specify)

IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

[x] We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

League of Women Voters

BPW (Business & Professional Women)

NAACP

[x] In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

JTPA

Illinois Department of Employment Security

[x] When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

Illinois Valley Community College

LaSalle-Peru High School

[x] When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

LaSalle News Tribune

Peoria Journal Star

[x] We will encourage employees to refer qualified minority and women candidates for existing and future job openings.

V. TRAINING

☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.

☒ We will provide on-the-job training to upgrade the skills of employees.

☒ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary	Proposed Form of Assistance
Illinois Valley Community College	Paid internships
LaSalle-Peru Hign School	Paid internships

☒ Other (specify)

The station will participate in the Illinois Broadcasters Association Minority Internship Program.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.